

ICS 4208-89/1

8 February 1989

MEMORANDUM FOR: Director of Central Intelligence

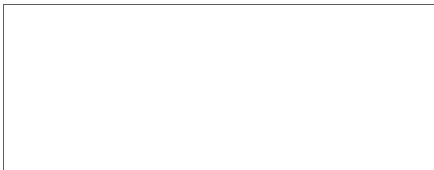
VIA: Deputy Director of Central Intelligence-Designate

FROM: Lieutenant General Edward J. Heinz, USAF
Director, Intelligence Community Staff

SUBJECT: Response to NAPA Panel Chairman on NAPA Report
Transmittal

1. Request you sign the attached letter (Attachment A) to Philip Odeen, Panel Chairman for the National Academy of Public Administration (NAPA).

2. Per your request, we have revised the letter to NAPA regarding the completion of its study of civilian personnel management systems in the Intelligence Community. The letter expresses your appreciation and support for the NAPA Panel's efforts but omits the detailed discussion of the Report's conclusions and recommendations. The cover letter that accompanied the final Report is at Attachment B.


Edward J. Heinz
Lieutenant General, USAF

Attachments:

- A. Letter for Signature
- B. Letter from Philip Odeen

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SUBJECT: Response to NAPA Panel Chairman on NAPA Report Transmittal

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DCI/ICS/PP0, (25 January 1989)

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The Director of Central Intelligence

Washington, D.C. 20505

15 February 1989

Mr. Philip A. Odeen
Regional Managing Partner
Coopers and Lybrand
1800 M Street, N.W.
Washington, D.C. 20036

Dear Mr. Odeen:

I would like to express my congratulations to the National Academy of Public Administration (NAPA) Panel, and my appreciation to you as their Chairman, for producing a comprehensive and insightful study on the personnel systems employed by agencies in the Intelligence Community. As you may know, I believe skilled and highly motivated personnel are the cornerstone of effective intelligence support to our national security policies. The NAPA Report is a timely analysis of how our personnel management policies and authorities affect our ability to attract and retain talented intelligence personnel.

The NAPA Report contains a number of conclusions and recommendations, which will be of benefit to the Intelligence Community. I particularly endorse NAPA's recommendation for the intelligence agencies to be given flexible personnel authorities, similar to those available to the CIA, to create and manage a work force compatible with the unique requirements and conditions found in intelligence work. The NAPA Report clearly shows how the lack of such flexibility has hindered the ability of some organizations to compete successfully for personnel with skills critical to their mission.

Under your leadership, the NAPA Staff and the NAPA Panel have made a great contribution to the Intelligence Community. Again, I commend the efforts of all involved and look forward to the improvements we will see in our personnel management practices as a result of your work.

Sincerely yours,



William H. Webster

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SUBJECT: Letter to Philip Odeen

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DCI/ICS/PP0 (24 January 1989)

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National Academy of Public Administration
Chartered by Congress

January 19, 1989

The Honorable William H. Webster
Director of Central Intelligence

Dear Mr. Webster:

On behalf of the Academy panel which reviewed the intelligence agencies' personnel systems, I submit to you **The Intelligence Workforce for the 1990s: A Review of Personnel and Compensation Systems to Meet Current and Future Missions.**

This report fulfills the requirement, contained in Title VII of the Intelligence Authorization Act for Fiscal Year 1988, that the Academy undertake a comprehensive review and comparative analysis of all personnel management and compensation systems affecting civilian personnel of agencies and entities in the Intelligence Community.

The panel and its project staff appreciate the continual cooperation of the many staff throughout the Community who provided information during the study. Their assistance enabled us to complete a thorough study within the time frames mandated by Congress.

Sincerely,

Philip A. Odeen
Panel Chair

Senior Personnel Group Meeting Attendees

NSA

 Director of Personnel


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CIA

 Deputy Director of Personnel

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DIA

 Assistant Deputy Director, Human Resources Division (HRH) STAT

FBI

m Delbert Dilbeck, Deputy Assistant Director for Administration
David Rarity 324-4981

DOD

m ✓ Frank Cipolla, Director of Personnel Mgt, Office of Civilian Personnel Policy
Al Ressler

(Asst. Sec. ~~Def~~ for Force Mgt + Pers.)
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INR

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Mike Southwick 647-1150

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